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Publications

## Bargaining Information Series

HOURLY WAGE RATES FOR SELECTED OCCUPATIONS  
UNDER ONTARIO AGREEMENTS COVERING NURSING  
HOMES AND HOMES FOR THE AGED, 1975

Special Issue



Ministry of  
Labour

Research  
Branch

Toronto  
Ontario





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by Research Branch

Ontario Ministry of Labour

November 1975

Hon. Bette Stephenson, M.D.  
Minister

R. D. Johnston  
Deputy Minister



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## INTRODUCTION

This report is a special issue of the Bargaining Information Series showing wage rates for selected occupations under Ontario nursing home and homes for the aged agreements. It is similar to the publication "Hourly Wage Rates for Selected Occupations Under Hospital Agreements in Ontario 1975" issued in October 1975. There were 121 agreements for nursing homes and homes for the aged on file in the Collective Agreements Library as of September 30, 1975. Eighty-six of these agreements (for 7,276 employees) covering at least one of the selected occupations were studied for this report. Excluded are 17 agreements which have expired and have not yet been renewed and 18 agreements covering only nurses, operating engineers, and part-time employees.

The report consists of ten tables, each of which sets out the bargained wage rates in one of the economic regions of the Province. Some agreements cover more than one home. Each home is listed separately in the appropriate region table. The report was prepared by Diana Chung under the general direction of Beth Kendall Jess. Further information may be obtained from Mrs. Chung at 965-6101.

### Notes on the Tables

Home. The homes covered by the agreements from which the wage rates were taken are listed in alphabetical order of their location within each economic region.

Type of Home. The letter A indicates a home for the aged. The letters NH indicate a nursing home.

Bed Size. Figures on bed size were taken from the Canadian Hospital Directory, July 1975. For those homes that were not listed in the above-mentioned publication, the figures were obtained from the homes directly.

Wage Rates. The wage rates reported are those that were in effect on July 1, 1975 with all subsequent increases that are listed in the agreements. For each occupation covered, the minimum and maximum or a single rate of pay is shown. Where a single rate is given in the agreement, it is shown in the "Max" column. To facilitate comparison, where wages are given in the agreements as weekly, bi-weekly or monthly, they have been converted to an hourly rate. Quite a number of homes for the aged and nursing homes have had their wage rates re-opened in 1975. Every effort was made to obtain the new wage rates through contacting the unions or homes involved. However, there might have been one or two cases that did not come to our attention.

Aide. This is the lowest rate in the agreement. Included are rates for classifications specified as domestic; housekeeping, kitchen or laundry helper; maid; basic female rate; light duty helper.

Porter-cleaner. This classification includes the rates specified as porter, cleaner, janitor, basic male rate; heavy duty helper.

Maintenance. This is the highest rate in the agreement which is specifically called "maintenance" and includes the rates for maintenance men and maintenance mechanics. Maintenance engineer and maintenance helper were excluded as not being comparable occupations. In order to clarify those rates selected, the classification of maintenance men as I or II, as given in the agreement is indicated in the tables by the appropriate numbers or letters in parenthesis. A maintenance mechanic is further identified by an asterisk. For example, the rates for maintenance man I and maintenance mechanic I, would be shown as "5.543(1)"; "5.543\*(1)".

TABLE 1

HOURLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER AGREEMENTS  
IN NURSING HOMES AND HOMES FOR THE AGED

## EASTERN ONTARIO REGION

HOME	TYPE OF HOME	UNION	BED SIZE	AGR. EXPIRY	HOURS	EFFECTIVE DATE	AIDE MIN	AIDE MAX	PORTER-CLEANER MIN	PORTER-CLEANER MAX	R.N.A. MIN	R.N.A. MAX	MAINTENANCE MIN	MAINTENANCE MAX
Bestview Lodge, Cornwall	NH	CUPE	118	Mar 31/76	37 1/2	Apr 1/75 Sep 1/75 Jan 1/76	- - -	- - -	- - -	- - -	3.53 3.81 4.10	3.75 4.07 4.40	3.29 3.56 3.84	3.46 3.74 4.03
Glengarry-Stormont-Dundas Lodge, Cornwall	A	CUPE	210	Dec 31/75	40	Jul 1/75	2.85	3.30	-	-	3.68	4.13	3.31	3.76
St. Louis Residence, Orleans	A	Serv. Emp. Fed.	186	Dec 31/75	37 1/2	Jan 1/75	3.17	3.31	3.39	3.49	-	-	-	-
Beacon Hill Lodge, Ottawa	NH	SEIU	203	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75
Central Park Lodges, Ottawa	A	SEIU	164	Dec 31/75	40	Apr 26/75 Sep 27/75	2.70 2.85	2.95 3.15	3.10 3.26	3.43 3.64	- -	- -	-	-
Extendicare, Ottawa	NH	SEIU	192	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75
Laurier Manor, Ottawa	NH	CNTU	184	Dec 31/76	37 1/2	Jan 20/75 Aug 15/75 May 1/76	2.45 2.60 2.95	2.59 2.92 3.25	- - -	- - -	2.90 3.10 3.25	3.04 3.37 3.70	2.45 2.60 2.95	2.59 2.92 3.25
MacLaren House, Ottawa	NH	CUPE	100	Sep 3/75	40	Jul 1/75	2.75	3.05	-	-	3.35	3.85	-	-
Bonnechere Manor, Renfrew	A	CUPE	292	Dec 31/75	40	Nov 13/74	3.00	3.20	3.00	3.20	3.70	3.85	3.72	3.87

TABLE 2

## LAKE ONTARIO REGION

Hastings Manor, Belleville	A	CUPE	282	Dec 31/75	40	Jan 1/75	3.15	3.30	3.15	3.30	3.46	3.61	3.51	3.66
Golden Plough Lodge, Cobourg	A	CUPE	169	Oct 31/76	40	Jul 1/75 Jan 1/76 Jul 1/76	2.90 3.10 3.20	3.50 3.70 3.80	3.05 3.25 3.35	3.65 3.85 3.95	- - -	- - -	3.75 3.95 4.05	4.35 4.55 4.65
Victoria Manor, Lindsay	A	CUPE	166	Feb 28/77	40	Mar 1/75 Mar 1/76	- -	3.58 3.97	- -	3.86 4.25	- -	4.07 4.46	- -	4.07(1) 4.46
Hyland Crest, Minden	A	CUPE	60	Dec 31/76	40	Jan 1/75 Jan 1/76	3.07 3.57	3.22 3.72	3.50 4.00	3.65 4.15	3.51 4.01	3.66 4.16	3.64 4.14	3.79 4.29
Extendicare, Peterborough	NH	SEIU	166	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75
Fairhaven Home, Peterborough	A	CUPE	184	Sep 30/75	40	Oct 1/74	2.85	3.10	2.85	3.10	3.34	3.59	3.95	4.20(1)

TABLE 3  
CENTRAL ONTARIO REGION

HOME	TYPE OF HOME	UNION	BED SIZE	AGRT. EXPIRY	HOURS	EFFECTIVE DATE	AIDE		PORTER-CLEANER		R.N.A.		MAINTENANCE	
							MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Lakeview Manor, Beaverton	A	CUPE	149	Dec 31/76	37 1/2	Jul 1/75 Jan 1/76 Jul 1/76	- 4.08 4.32	3.85 - -	- -	- -	4.65 4.93 5.22	- -	5.30(2) 5.62 5.96	
Peel Manor, Brampton	A	CUPE	228	Sep 30/75	40	Oct 1/74	2.75	3.10	3.25	3.69	-	-	3.82	4.24
Tullamore, Brampton	NH	SEIU	159	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75
Markham Lodge, Markham	NH	CLA **	50	Jun 30/77	37 1/2	Jun 26/75 Dec 1/75 Apr 1/76	3.34 3.60 To be reviewed	3.68 3.95	- -	- -	3.94 4.20	4.36 4.65	- -	-
Chelsey Park, Mississauga	NH	SEIU	237	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75
Extendicare, Mississauga	NH	SEIU	202	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75
Bestview Lodge, Newmarket	NH	CLA **	72	Jun 30/77	37 1/2	Jun 26/75 Dec 1/75 Apr 1/76	3.34 3.60 To be reviewed	3.68 3.95	- -	- -	3.94 4.20	4.36 4.65	- -	-
York Manor, Newmarket	A	CUPE	218	Dec 31/75	40	Jul 1/75	3.51	3.81	3.81	4.11	-	-	4.65	4.95
Extendicare, Oakville	NH	SEIU	178	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75
Bestview Lodge, Oshawa	NH	SEIU	104	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	- - -	- - -	- - -	- - -	3.65 3.93 4.22	4.01 4.35 4.70	- - -	-
Extendicare, Oshawa	NH	SEIU	175	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75
Hillsdale Manor, Oshawa	A	CUPE	446	Dec 31/76	37 1/2	Jul 1/75 Jan 1/76 Jul 1/76	- - -	3.85 4.08 4.32	- - -	- - -	4.65 4.93 5.22	- - -	5.30(2) 5.62 5.96	
Medex Nursing Centre, Oshawa	NH	CUPE	175	Sep 27/76	40	Mar 1/75 Sep 28/75 Mar 1/76	2.67 2.88 3.14	3.00 3.26 3.51	2.85 3.12 3.39	3.18 3.51 3.84	3.42 3.68 3.95	3.75 4.07 4.40	3.61 3.84 4.12	3.93 4.21 4.50
Sunnydale Home, Sunderland	NH	CUPE	77	Mar 7/77	40	Jun 8/75 Sep 8/75 Mar 8/76 Sep 8/76	2.70 2.90 3.15 3.35	2.95 3.15 3.40 3.60	- - -	- - -	- - -	- - -	- - -	- - -
Altamount, Toronto	NH	SEIU	159	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75
Barton Place, Toronto	NH	CUPE	254	Dec 31/76	40	Apr 1/75 Oct 1/75 Apr 1/76	2.75 2.95 3.25	3.05 3.25 3.55	- - -	- - -	3.45 3.65 3.95	3.75 3.95 4.25	3.45 3.65 3.95	3.75 3.95 4.25

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TABLE 3 (CONT'D)  
CENTRAL ONTARIO REGION

HOME	TYPE OF HOME	UNION	BED SIZE	AGRT. EXPIRY	HOURS	EFFECTIVE DATE	AIDE MIN	AIDE MAX	PORTER-CLEANER MIN	PORTER-CLEANER MAX	R.N.A. MIN	R.N.A. MAX	Maintenance MIN	Maintenance MAX	
Bayview Villa Home, Toronto	NH	CUPE <sup>#</sup>	206	Mar 31/76	37 1/2 (40; RNA)	Apr 1/75 May 1/75 Oct 1/75 Dec 1/75 Mar 1/76	2.82 - 3.04 3.30 3.54	3.21 - 3.49 3.76 4.00	3.55 - 3.85 4.20 4.44	3.85 - 4.15 4.55 4.79	3.75 4.09 3.96 4.22 4.46	4.09 - 4.36 4.71 4.95	3.95 - 4.25 4.60 4.84	4.25(2) - 4.55 4.95 5.19	
Bestview Lodge, Toronto	NH	CLA <sup>**</sup>	150	Jun 30/77	37 1/2	Jun 26/75 Dec 1/75 Apr 1/76	3.34 3.60 To be reviewed	3.68 3.95	- - 4.44	- - 4.46	3.94 4.20 4.65	4.36 4.65	- - -	- - -	
Central Park Lodges, (3 lodges), Toronto	A	SEIU	154 134 208	Dec 31/75	40	Apr 26/75 Sep 27/75	2.70 2.85	2.95 3.15	3.10 3.26	3.43 3.64	- -	- -	- -	- -	
Central Park Lodges, Toronto	NH	SEIU	252	Jan 31/76	37 1/2	Apr 26/75 Sep 27/75 Dec 6/75 <sup>*</sup>	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	- - -	- - -	
Cheltenham, Toronto	NH	SEIU	170	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75	
Extendicare (3 homes), Toronto	NH	SEIU	294 288 155	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75	
Guildwood Villa, Toronto	NH	SEIU	170	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75	
Heritage Nursing Home, Toronto	NH	SEIU	201	Jan 31/76	37 1/2	Apr 28/75 Sep 29/75 Dec 8/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	- - -	- - -	
Leisure World, Toronto	NH	SEIU	239	Sep 30/75	40	Feb 1/75	2.50	2.75	3.05	3.35	3.21	3.44	-	-	-
Oakridge Villa, Toronto	NH	SEIU	245	Jan 31/76	40	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	- - -	- - -	4.72 5.01 5.35	5.07 5.41 5.75	
Providence Villa, Toronto	A	CUPE	510	Dec 31/75	40	Jul 1/75 Sep 1/75	3.70 3.90	4.08 4.28	4.11 4.31	4.30 4.50	4.30 4.50	4.68 4.88	4.65 4.85	5.09 5.29	
Rockecliffe, Toronto	NH	SEIU	204	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75	

# Two agreements, R.N.A. separate

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TABLE 4  
NIAGARA REGION

Albright Manor, Beamsville	A	SEIU	231	Aug 31/76	40	Mar 1/75 Nov 1/75 Apr 1/76	3.34 3.74 4.15	3.36 3.76 4.17	3.48 3.88 4.29	3.58 3.98 4.39	3.98 4.38 4.84	4.13 4.53 4.99	4.53 4.93 5.34	4.73 5.13 5.54
John Noble Home, Brantford	A	SEIU	406	Jun 30/76	40	Jan 1/75 Sep 1/75 Feb 1/76	3.25 3.65 4.06	3.40 3.80 4.21	3.75 4.05 4.28	3.95 4.25 4.48	- - -	- - -	- - -	- - -

TABLE 4 (CONT'D)

## NIAGARA REGION

HOME	TYPE OF HOME	UNION	BED SIZE	AGRT. EXPIRY	HOURS	EFFECTIVE DATE	AIDE MIN	AIDE MAX	PORTER-CLEANER MIN	PORTER-CLEANER MAX	R.N.A. MIN	R.N.A. MAX	MAINTENANCE MIN	MAINTENANCE MAX				
Versa-Care Homes, Brantford	NH	CLA **	18	Dec 31/76	37 1/2	Mar 30/75	2.85	2.95	-	-	3.55	3.65	-	-				
							These wage rates will be increased by 16¢ per hour for each dollar increase in the rate per day per patient specified by the Ministry of Health after August 31, 1975											
St. Joseph's Villa, Dundas	A	CUPE	362	Apr 2/76	38 3/4	Apr 3/75 Jul 3/75 Oct 3/75 Jan 3/76	2.86 3.13 3.40 3.67	2.99 3.26 3.53 3.80	3.29 3.56 3.83 4.10	3.42 3.69 3.96 4.23	3.40 3.67 3.94 4.21	3.54 3.81 4.08 4.35	4.36 4.63 4.90 5.17	4.46 * 4.91 5.18 5.45				
Beacon Hill Lodge, Hamilton	NH	SEIU	248	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75				
Central Park Lodges, Hamilton	A	SEIU	94	Dec 31/75	40	Apr 26/75 Sep 27/75	2.70 2.85	2.95 3.15	3.10 3.26	3.43 3.64	- -	- -	- -	- -				
MacKenzie Downtown Convalescent Centre, Hamilton	NH	SEIU	105	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75				
St. Olga, Hamilton	NH	CTU #	30	May 31/76	37 1/2	Jun 1/75 Dec 1/75	2.70 2.90	3.00 3.25	- -	- -	- -	- -	- -	- -				
Dorchester Manor, Niagara Falls	A	CUPE	100	Feb 29/76	40	Jul 1/75 Nov 1/75	3.62 3.92	3.76 4.06	3.99 4.29	4.15 4.45	4.23 4.53	4.40 4.70	4.27 4.57	4.45 4.75				
Northland Manor, Port Colborne	A	CUPE	92	Feb 29/76	40	Jul 1/75 Nov 1/75	3.62 3.92	3.76 4.06	3.99 4.29	4.15 4.45	4.23 4.53	4.40 4.70	4.27 4.57	4.45 4.75				
Extendicare, St. Catharines	NH	SEIU	152	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75				
Linwell Hall, St. Catharines	A	CUPE	60	Feb 29/76	40	Jul 1/75 Nov 1/75	3.62 3.92	3.76 4.06	3.99 4.29	4.15 4.45	4.23 4.53	4.40 4.70	4.27 4.57	4.45 4.75				
Lyn Haven, St. Catharines	A	CUPE	353	Feb 29/76	40	Jul 1/75 Nov 1/75	3.62 3.92	3.76 4.06	3.99 4.29	4.15 4.45	4.23 4.53	4.40 4.70	4.27 4.57	4.45 4.75				
Metro Lodge, St. Catharines	NH	CUPE	200	Jul 31/76	40	Jan 18/75 Oct 1/75 Dec 1/75 Feb 1/76	2.91 3.13 3.39 3.63	3.21 3.49 3.76 4.00	- - - -	- - - -	- - - -	- - - -	- - - -					
Metro Lodge, St. Catharines	NH	CLA **	200	Jun 30/77	37 1/2	Jun 26/75 Dec 1/75 Apr 1/76	3.34 3.60 To be reviewed	3.68 3.95 -	- - -	- - -	3.94 4.20	4.36 4.65	- -	- -				
Niagara Retirement Manor, St. Catharines	A	CLA **	120	Nov 3/75	40	Jun 26/75	3.12	3.32	- -	- -	- -	- -	- -	- -				
Sunset Haven, Welland	A	CUPE	348	Feb 29/76	40	Jul 1/75 Nov 1/75	3.62 3.92	3.76 4.06	3.99 4.29	4.15 4.45	4.23 4.53	4.40 4.70	4.27 4.57	4.45 4.75				

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# Christian Trade Unions of Canada

\* Mechanic

TABLE 5

## LAKE ERIE REGION

HOME	TYPE OF HOME	UNION	BED SIZE	AGRT. EXPIRY	HOURS	EFFECTIVE DATE	AIDE		PORTER-CLEANER		R.N.A.		MAINTENANCE	
							MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
bier Convalescent me, Dutton	NH	SEIU	47	Oct 31/75	40	Jun 1/75	2.71	3.08	-	-	2.97	3.74	-	-
entral Park Lodges, ndon	A	SEIU	138	Dec 31/75	40	Apr 26/75 Sep 27/75	2.70 2.85	2.95 3.15	3.10 3.26	3.43 3.64	-	-	-	-
John Dearness me, London	A	SEIU	484	Mar 31/76	40	Jul 1/75 Sep 1/75 Jan 1/76	- 4.10 4.25	3.90 4.10 4.25	- 4.50 4.70	4.24 4.50 4.70	4.54 4.74 4.94	- 5.52 5.72	5.32(2)	-
tenicare, ndon	NH	SEIU	170	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75
Cormick Home, ndon	A	SEIU	154	Dec 31/75	40	Jul 1/75 Sep 1/75	3.46 3.87	3.59 4.00	4.09 4.50	4.24 4.65	3.71 4.37	3.84 4.60	4.09 4.50	4.24 4.65
gin Manor, Thomas	A	SEIU	149	Dec 31/75	40	Jul 1/75 Sep 1/75	3.45 3.70	3.60 4.00	- -	- -	3.80 4.50	4.10 4.60	3.80 4.20	3.95 4.50
ileyview Home, Thomas	A	SEIU	137	Dec 31/75	37 1/2	Jul 1/75 Sep 1/75	3.65 3.85	3.75 4.00	- -	- -	4.35 4.55	4.50 4.70	4.45 4.65	4.80 5.00
rview Home, nce	A	SEIU	186	Apr 30/76	40	Jul 1/75 Oct 1/75	3.25 3.70	3.40 4.00	3.67 4.20	3.87 4.50	3.59 4.30	3.84 4.75	3.72 4.35	3.92 4.70
riendly Acres, rathroy	NH	CLA**	77	Dec 31/76	37 1/2	Jul 1/75 Jan 1/76 Jul 1/76	3.09 3.41 3.73	3.52 3.84 4.16	- - -	- - -	3.79 4.11 4.37	4.21 3.59 4.85	3.57 3.84 4.11	3.95 4.27 4.53
rathmere Lodge, rathroy	A	SEIU	244	Dec 31/75	40	Jul 1/75 Sep 1/75	3.75 3.85	3.90 4.00	- -	- -	4.05 4.35	4.50 4.60	4.26 4.40	4.40 4.60

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TABLE 6

## LAKE ST. CLAIR REGION

ichmond Nursing me, Amherstburg	NH	SEIU	105	Feb 28/76	37 1/2	May 1/75 Sep 1/75 Dec 1/75	2.90 3.20 3.45	3.20 3.50 3.75	- - -	- - -	- - -	- - -	- - -
lsex Nursing Home, lsex	NH	CUPE	95	Jan 1/77	40	Feb 1/75 Aug 1/75 Feb 1/76 Aug 1/76	- - - -	2.70 2.95 3.10 3.30	- - - -	2.65 2.85 3.00 3.20	- - - -	- - - -	- - - -

TABLE 6 (CONT'D)

## LAKE ST. CLAIR REGION

HOME	TYPE OF HOME	UNION	BED SIZE	AGR. EXPIRY	HOURS	EFFECTIVE DATE	AIDE		PORTER-CLEANER		R.N.A.		MAINTENANCE	
							MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Bestview Lodge, Sarnia	NH	CLA **	100	Jun 30/77	37 1/2	Jun 26/75 Dec 1/75 Apr 1/76	3.34 3.60 3.95	3.68 3.95 To be reviewed	-	-	3.94 4.20	4.36 4.65	-	-
Trillium Villa, Sarnia	NH	CLA **	152	Dec 7/75	42 1/2	Jun 8/75	2.42	2.67	-	-	3.02	3.27	-	-
Brouillette Manor, Tecumseh	NH	SEIU	50	Jun 30/76	40	Jul 1/75 Jan 1/76 Jul 1/76	2.35 2.50 2.60	2.62 2.77 2.87	-	-	2.85 3.00 3.10	3.25 3.40 3.50	-	-
Beacon Hill Lodge, Windsor	NH	SEIU	203	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75
Central Park Lodges, Windsor	A	SEIU	192	Dec 31/75	40	Feb 1/75 Aug 2/75 Sep 27/75	2.65 2.70 2.85	2.90 2.95 3.15	3.35 3.45 3.50	3.60 3.70 3.75	-	-	-	-
Tecumseh Nursing Home, Windsor	NH	SEIU	142	Sep 30/76	40	Jul 1/75 Dec 1/75 May 1/76	2.70 2.85 3.00	2.96 3.11 3.26	2.70 2.85 3.00	2.96 3.11 3.26	3.13 3.28 3.43	3.60 3.75 3.90	-	-
Villa Maria Home, Windsor	A	SEIU	120	Dec 31/75	40	Jul 1/75	3.26	3.41	4.13	4.28	-	-	4.36	4.51

\*\* Christian Labour Association of Canada

TABLE 7

## MIDWESTERN ONTARIO REGION

Huronview Home, Clinton	A	SEIU	310	Dec 31/75	40	Jul 1/75	3.95	4.15	4.40	4.60	4.40	4.60	-	-
Central Park Lodges, Kitchener	NH	SEIU	208	Jan 31/76	37 1/2	Apr 26/75 Sep 27/75 Dec 6/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	-	-
St. Raphael's, Kitchener	NH	SEIU	150	Jul 14/76	40	Jan 1/75 Jul 15/75 Jan 15/76	3.15 3.65 3.95	3.45 3.95 4.25	- - -	- - -	3.65 4.15 4.45	3.95 4.45 4.75	-	-
Sunnyside Home, Kitchener	A	SEIU	365	Dec 31/75	40	Jul 1/75 Sep 1/75	3.35 3.55	3.85 4.05	3.80 4.00	4.30 4.50	4.10 4.30	4.60 4.80	4.45 4.65	4.95 5.15

TABLE 8

## GEORGIAN BAY REGION

T.L.C. Villa, Bradford	NH	CUPE	90	Jan 31/76	37 1/2	Apr 1/75 Nov 1/75	-	3.00	-	3.00	-	4.20	-	-
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TABLE 8 (CONT'D)

## GEORGIAN BAY REGION

HOME	TYPE OF HOME	UNION	BED SIZE	AGRT. EXPIRY	HOURS	EFFECTIVE DATE	AIDE MIN	AIDE MAX	PORTER-CLEANER MIN	PORTER-CLEANER MAX	R.N.A. MIN	R.N.A. MAX	MAINTENANCE MIN	MAINTENANCE MAX
Sunset Manor, Collingwood	A	SEIU	152	Apr 30/76	40	Jul 1/75 Oct 1/75 Jan 1/76 Apr 1/76	3.15 3.40 3.65 3.80	3.37 3.62 3.87 4.02	- - - -	- - - -	3.55 3.80 4.05 4.20	4.05 4.30 4.55 4.70	3.75 4.00 4.25 4.40	3.95 4.20 4.45 4.60
Bestview Nursing Home, Orillia	NH	SEIU	72	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	- - -	- - -	- - -	- - -	3.65 3.93 4.22	4.01 4.35 4.70	- - -	- - -
Bestview Nursing Home, Orillia	NH	CLA **	72	Jun 30/77	37 1/2	Jun 26/75 Dec 1/75 Apr 1/76	3.34 3.60 To be reviewed	3.68 3.95	- - -	- - -	- - -	- - -	- - -	- - -
Trillium Home, Orillia	A	SEIU	72	Dec 31/75	40	May 1/75	2.88	2.98	- -	- -	3.73	3.83	3.99	4.09
Versa-Care Homes, Owen Sound	NH	CLA **	56	Dec 31/76	37 1/2	Mar 30/75	2.85	2.95	- -	- -	3.55	3.65	- -	- -
Belvedere Heights, Parry Sound	A	SEIU	101	Feb 28/77	40	Mar 1/75 Sep 1/75 Mar 1/76 Sep 1/76	3.02 3.42 3.77 4.17	3.24 3.64 3.99 4.39	- - - -	- - - -	3.66 4.06 4.41 4.81	3.92 4.32 4.67 5.07	- - - -	4.38 4.78 5.13 5.53
Eastholme Home, Powassan	A	CUPE	74	Dec 31/76	40	Jul 1/75 Jan 1/76 Jul 1/76	- - -	3.80 4.00 4.15	- - -	- - -	- - -	3.95 4.19 4.39	- - -	- - -
Gateway Haven, Wiarton	A	SEIU	96	Dec 31/75	40	Jul 1/75	2.80	3.00	3.00	3.20	- -	- -	- -	- -

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TABLE 9  
NORTHEASTERN ONTARIO REGION

Nickel Centre Nursing Home, Garson	NH	CUPE	80	Jan 31/76	37 1/2	May 1/75	2.47	2.69	- -	- -	2.73	2.96	- -	- -	
Cochrane Nursing Home, Hearst	NH	CUPE	62	May 31/76	37 1/2	Feb 9/75 Feb 1/76	2.60 2.90	2.90 3.20	- -	- -	3.40 3.75	3.75 4.15	- -	- -	
North Centennial Manor, Kapuskasing	A	CUPE	71	Dec 31/75	40	Jan 1/75 Jul 1/75	3.65 -	3.89 -	- -	- -	4.05 -	4.73 -	4.00 4.40	5.00 5.40	
Teck Pioneer Residence, Kirkland Lake	A	CUPE	78	Dec 31/75	40	Jan 1/75	3.02	3.23	- -	- -	3.72	4.21	3.54	3.87	
Manitoulin Centennial Manor, Little Current	A	CSAO	59	Dec 31/75	40	Jul 1/75	-	2.95	- -	3.30	- -	3.60	- -	3.60	- -

TABLE 9 (CONT'D)

NORTHWESTERN ONTARIO REGION

HOME	TYPE OF HOME	UNION	BED SIZE	AGRT. EXPIRY	HOURS	EFFECTIVE DATE	AIDE		PORTER-CLEANER		R.N.A.		MAINTENANCE		
							MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	
Casselholme Home, North Bay	A	CUPE	243	Aug 31/76	40	May 15/75 Sep 15/75 Jan 15/76 Mar 15/76	- - - -	3.28 3.48 3.72 3.92	- - - -	3.69 3.89 4.13 4.33	- - - -	3.75 3.95 4.19 4.39	- - - -		
Leisure World, North Bay	NH	SEIU	152	Mar 31/76	40	May 1/75 Oct 1/75 Dec 1/75	2.67 2.89 3.14	3.00 3.26 3.52	3.10 3.26 3.47	3.43 3.63 3.84	3.42 3.68 3.94	3.64 3.94 4.26	- - -		
F. J. Davey Home, Sault Ste Marie	A	CUPE	210	Mar 31/76	40	Jan 1/75 Aug 1/75 Dec 1/75	3.17 3.68 3.87	3.40 3.91 4.10	3.57 4.08 4.27	3.67 4.18 4.37	3.68 4.19 4.38	3.92 4.43 4.62	4.59 5.10 5.29	4.80 5.31 5.50	
Van Daele Manor, Sault Ste Marie	NH	SEIU	150	May 31/76	37 1/2	May 1/75 Nov 1/75 Jan 1/76	2.85 3.10 3.35	3.20 3.47 3.75	- - -	- - -	3.64 3.93 4.17	3.88 4.20 4.50	- - -	- - -	
Au Chateau, Sturgeon Falls	A	CUPE	124	Dec 31/75	40	Jan 1/75	-	3.00	-	3.40	-	-	-	-	-
Extendicare, Sudbury	NH	SEIU	235	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75	
Pioneer Manor, Sudbury	A	CUPE	251	Jun 30/77	40	Jul 1/75 Jan 1/76 Jul 1/76	- - -	3.71 4.11 4.51	- - -	4.13 4.53 4.93	- - -	- - -	- - -	4.33(1) 4.73 5.13	
Timmins Nursing Home, Timmins	NH	CUPE	90	May 31/76	37 1/2	Jul 1/75 Mar 1/76	2.75 3.05	- -	- -	3.60 3.75	3.75 4.15	- -	- -	- -	

TABLE 10

LAKEHEAD - NORTHWESTERN ONTARIO REGION

Rainycrest, Fort Frances	A	CUPE	168	Nov 30/76	40	Dec 1/74 Dec 1/75	- -	3.46 3.76	- -	- -	- -	4.10 4.40	- -	4.38(1) 4.68	
Pinecrest Home, Kenora	A	CUPE	211	Nov 30/75	40	Dec 1/74	2.23	2.79	2.82	3.53	-	-	-	-	-
Beacon Hill Lodges, Thunder Bay	NH	SEIU	161	Jan 31/76	37 1/2	May 1/75 Oct 1/75 Dec 1/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	4.72 5.01 5.35	5.07 5.41 5.75	
Central Park Lodges, Thunder Bay	NH	SEIU	107	Jan 31/76	37 1/2	Apr 26/75 Sep 27/75 Dec 6/75	2.85 3.08 3.35	3.20 3.48 3.75	3.31 3.48 3.70	3.66 3.88 4.10	3.65 3.93 4.22	4.01 4.35 4.70	- - -	- - -	
Dawson Court, Thunder Bay	A	SEIU	242	Dec 31/75	40	Jul 1/75 Sep 1/75	3.55 3.76	3.73 3.93	4.13 4.33	4.30 4.50	4.41 4.62	4.59 4.79	- -	- -	
Grandview Lodge, Thunder Bay	A	SEIU	260	Dec 31/75	40	Jul 1/75 Sep 1/75	3.55 3.76	3.73 3.93	4.13 4.33	4.30 4.50	4.41 4.62	4.59 4.79	- -	- -	



